



# Gender pay gap report 2019

## Gender pay and bonus reporting statistics for staff employed at 5th April 2019

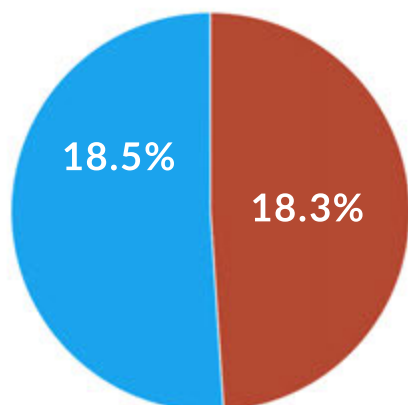
SG Petch always pays male and female employees the same rate for doing the same job, however, in common with most businesses in the Motor Retail Industry, we have less female employees in higher paid/management positions. We do have a female member on the Board of Directors and are continually striving to attract more female staff to more highly paid jobs within the business and now have a much higher proportion of females directly involved in car sales roles than ever before, and we expect this to continue to increase.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

### Summary of all calculations

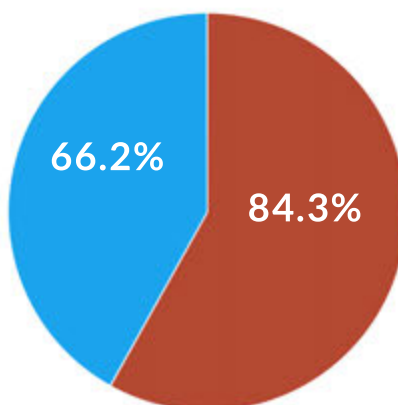
#### Gender pay & bonus

Hourly rate percentages

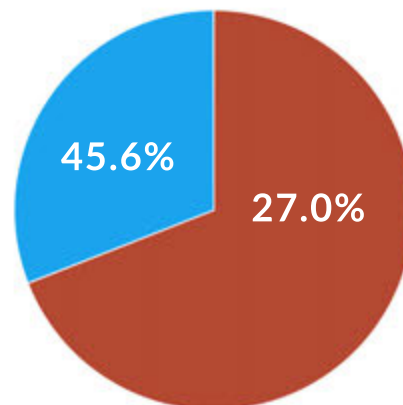


■ Difference in mean hourly rate of pay  
■ Difference in median hourly rate of pay

Bonus percentages



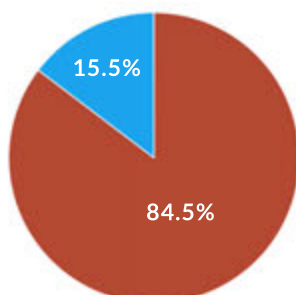
■ Percentage of Females paid bonus  
■ Percentage of Males paid bonus



■ Mean gender pay gap for bonuses as a % of Men's pay  
■ Median gender pay gap for bonuses as a % of Men's pay

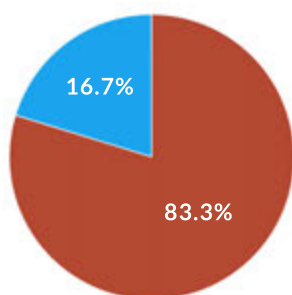
#### Quartile figures

Upper Quartile



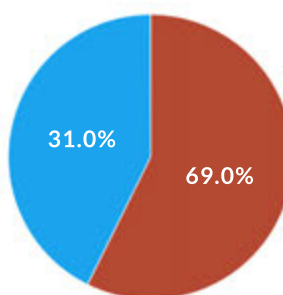
■ Percentage of Females in Upper Quartile  
■ Percentage of Males in Upper Quartile

Upper Middle Quartile



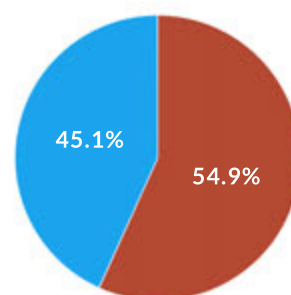
■ Percentage of Females in Upper Middle Quartile  
■ Percentage of Males in Upper Middle Quartile

Lower Middle Quartile



■ Percentage of Females in Lower Middle Quartile  
■ Percentage of Males in Lower Middle Quartile

Lower Quartile



■ Percentage of Females in Lower Quartile  
■ Percentage of Males in Lower Quartile